

Chapter 1.2

VPP commitment

1. Applicability of this chapter

You are required to follow this chapter if you are a line manager at any level.

2. Description of Sub-element 1.2

JSC shall clearly demonstrate commitment to maintaining the requirements of VPP. This involves a daily commitment on your part to following JSC's safety and health program, which is organized around VPP requirements. By becoming a VPP Star site, we have voluntarily agreed to strive for continuous improvement in our safety and health program. Our continued participation in VPP depends on commitment from top management, line managers, AFGE Local 2284, and all employees. Our commitment to VPP means we can expect a close partnership with OSHA in our pursuit of excellence. OSHA reviews the progress of VPP sites with the primary purpose of identifying additional areas of safety and health program improvements. These improvements may result in feedback specific to our site performance, and also may contribute to continuously evolving VPP principles and guidelines. In our commitment to VPP and continued improvement, we agree to the assurances listed in paragraph 3 below, and to provide OSHA information on our safety and health program as described in paragraph 4.

3. Assurances

To show our commitment to VPP, we will meet or exceed OSHA requirements in 29 CFR 1910, "Occupational Safety and Health Standards," 29 CFR 1960, "Basic Program Elements for Federal Employees OSHA," and 29 CFR 1926, "Safety and Health Regulations for Construction." We agree that:

- a. We will explain VPP to all employees, including newly hired civil service and contract employees when they reach the site. This will include employee rights under VPP, under the Occupational Safety and Health Act, and under 29 CFR 1960.
- b. We will correct, in a timely manner, all hazards discovered through employee notification, self-inspections, an OSHA on-site review, accident investigations, process hazard reviews, annual evaluations, or any other means or report, investigation, or analysis. We will also provide interim protection as necessary.
- c. We will protect employees who are given health and safety duties as part of our safety and health program from discriminatory actions resulting from their carrying out such duties, just as section 11(c) of the Occupational Safety and Health Act of 1970 and 29 CFR 1960.46(a) protects employees for the exercise of their rights.
- d. We will provide our employees access to the results of self-inspections and accident investigations upon request.

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- e. Our participation in VPP is voluntary, and we look forward with great expectation and anticipation to a lasting VPP relationship with OSHA.

4. Information for OSHA

We agree to:

- a. Maintain a current written safety and health program and make it available to OSHA.
- b. Keep all documentation listed in the current VPP Federal Register Notice.
- c. Maintain any agreements between management and collective bargaining agent(s) concerning the functions of any joint labor-management safety and health committee and its organization and any other employee involvement in the safety and health program.
- d. Keep comparable records for the period of VPP participation to be covered by each subsequent evaluation until OSHA communicates its decision about continued approval.
- e. Make available for evaluation purposes any data necessary to evaluate the achievement of goals not listed above.
- f. Provide OSHA, each year by February 15th, our injury incidence and lost-workday case numbers and rates, hours worked, estimated average employment for the past full calendar year, and a copy of the most recent annual evaluation of the site's safety and health program.
- g. Send our combined injury incidence and lost-workday case numbers and rates, hours worked, and estimated average employment for the past full calendar year for all contractors whose employees worked at least 1000 hours in any one quarter on our site during the year.

5. Notification of our participation in VPP

We notify new employees of our participation in VPP by the following:

- a. New Employee Orientation provided by the JSC Human Resources Office
- b. Human Resources New Employee Web site, <http://newemployee.nasa.gov/>

6. Responsibilities

As a manager at any level, you are responsible for making sure those under you are aware of JSC's participation in VPP and for visibly supporting JSC's safety and health program.

7. Safety and health records

The Safety and Test Operations Division is responsible for maintaining the following center-level records and for making current copies available for each OSHA VPP on-site review:

- a. A commitment statement from the current Director, JSC, that agrees to the items in paragraphs 3 and 4 above. Within 60 days after a change of Center Director, we send a new statement to OSHA.
- b. A letter of support for VPP signed by the current President, AFGE Local 2284. Within 60 days after a change in the President, AFGE Local 2284, or Director, JSC, we send a new letter to OSHA.